

PAY POLICY STATEMENT

1. INTRODUCTION

- 1.1 A pay policy statement must be published every year under the requirements contained within the Localism Act.
- 1.2 The purpose is to compare the remuneration of the highest and lowest paid employees of the Council.
- 1.3 The format of this report follows the approach which has been taken in all of the previous years that this data has been collated and published.

2. SCOPE

- 2.1 The pay policy statement contains two main components. It sets out the framework within which pay is determined in Rushmoor Borough Council and it provides an analysis comparing the remuneration of the Chief Executive with others employed by the authority.
- 2.2 The comparisons included within the paper, look at the ratio between the Chief Executive and the full time equivalent salary for a permanent member of staff employed in the lowest grade within our structure. The ratio is 7.5:1 which is slightly lower than when the exercise was undertaken last year, when it was 7.6:1.
- 2.3 A series of other ratios are contained with the report. One undertakes the analysis by using the mean and median salaries for all staff, and an alternative does the exercise again but excludes Directors and Heads of Service from the calculation. There has been no significant change in any of these ratios over the last 12 months.

3. RECOMMENDATION

- 3.1 The Committee is requested to recommend the Pay Policy Statement 2016/17 for adoption by the Council.

**KAREN EDWARDS
HEAD OF STRATEGY, ENGAGEMENT AND ORGANISATIONAL DEVELOPMENT**

Background papers: Pay Policy Statement 2016/17